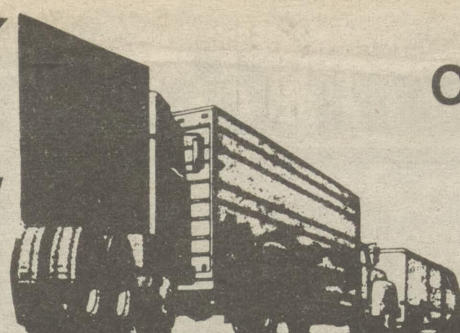




CONVOY DISPATCH

October 1987
#73



109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Will Presser Rally Save Our Union?

On September 15 Teamster officials will converge on Cincinnati, Ohio for a three hour rally called by Jackie Presser to oppose government action against the General Executive Board under the racketeering laws. This rally will cost you and all of us about \$1 million from our treasury. All attendees will be there on the union tab.

Unfortunately most of the couple thousand officials in Cincinnati are the very people responsible for the problem in the first place. It was these same officials who went to Las Vegas last year to cheer for Jackie Presser. Five years earlier, they cheered for Roy Williams. They've seen Hoffa disappear, and allowed criminals to populate the top positions in our union. Most of these officials—and there are some important exceptions who have stood tall and proud—have done nothing to clean up our problems.

TDU and reform officers at the Las Vegas IBT Convention sounded a warning. Local 213 officer and convention delegate Diana Kilmury introduced a motion for an Ethical Practices Committee to deal with corruption in our union. The puppets dutifully shouted it down. Kilmury warned that if our union refuses to act on corruption, then outside forces will step in. She was right, and our officials' failure has now led us to the point that the Department of Justice may sue under the Racketeer-Influenced and Controlled Organizations Act (RICO).

If it is proven in court that Presser & Co. are racketeer-controlled, we don't want a federal judge to appoint anyone as officers of our union. If the racketeering suit is filed by the Justice Department, TDU will intervene in the courtroom, presenting a strong case against such appointments and for the right to vote: a supervised vote for General President and Secretary Treasurer, and regional votes for all 16 VPs.

Presser and our officials oppose any government appointment of replacement officials, but who can take them seriously? They are covering their own behinds and protecting their millionaire salaries. TDU is opposing it too, but with credibility, and with a positive alternative — a membership vote to clean up our union.

UPS Members Reject, IBT Imposes Contract

We Are the Majority

On the same day that a majority of UPS Teamsters voted to reject their contract, Jackie Presser moved quickly to impose the two-thirds rule, thereby ratifying the contract and ignoring the will of the majority. Within hours of Presser's August 20th action, TDU members and attorneys were organizing to challenge and overturn this pro-company move. This was the first time ever that a majority of UPS members voted to reject their national contract. The ballot counting was overseen by Ex-Department of Labor official Carl Rolnick and a number of rank and file observers. The vote was 36,093 against and 35,036 in favor, in the largest vote turnout ever by UPS Teamsters.

Getting the vote results from the International Union was no simple matter. Although an IBT Titan computer message gave the count to local unions, and the union gave UPS the figures quickly, IBT representatives refused to give the count to the Associated Press and other media representatives.

In the IBT Titan message it was stated that 40,000 UPSers did not vote at all, a significantly inflated figure that does not take into account non-members in the right to work states, Illinois and Indiana members who vote separately, or the many members who did not get ballots. Never before has the International Union chosen to bring up the number of non-voters—apparently this time they wanted to throw the blame on the members any way they could.

Presser's forcing the contract on 110,000 UPS Teamsters did not go unchallenged. Immediately, a representative group of stewards and TDUs telegraphed the International reminding Presser that he had the power and the choice to return to the bargaining table to get a better contract. Armed with widespread membership organization and the already-excellent bargaining position, a better offer may have been achieved even without a strike. But top Teamster negotiators were not interested in representing the will of the majority.

On August 25 Presser responded to the TDU request with a three page letter. His often arrogant answer was that he would not return to the bargaining table and that the contract was imposed under the two-thirds rule. Soon after, TDU attorneys began preparing a lawsuit to challenge the contract. The suit will be filed in mid-September.

They're Coming From New England



From New England to Southern California, Alabama to Wisconsin, TDUs are preparing to be at the TDU Convention on October 10-11 in Windsor, Ontario. These members of the Eastern Massachusetts/Rhode Island Chapter are all planning on being at this year's convention to take part in the workshops, set TDU's goals and show support for positive, democratic reform in our union. Join them and help us to make this year's convention the biggest ever by using the form on pages 6-7 to register.

In fact, two lawsuits may be filed. New York Local 804 President Ron Carey, head of the largest UPS local, stated that he intended to sue. On August 22 he told the newspaper *Newsday*, "Maybe I'm crazy but I think that everything runs by majority. The majority of UPS people said 'We are not happy with this contract, we would like to go back to the bargaining table.'"

What's It Mean for Freight, Carhaul, and Other Teamsters

The International Union's actions should sound an alarm for freight and other Teamsters who face negotiations in 1988. Monetary terms of the UPS offer were 30c per hour each year, no cost of living and a bonus payment each year to sell the deal. The last UPS contract contained raises nearly twice as high—68c/50c/50c—in addition to bonuses. A key demand of UPS members, that the two-tier wages be eliminated, was completely ignored by the negotiating committee. In fact,

they expanded the two-tier.

Some good contract language changes were gotten in the UPS offer, but one thing should be remembered—this is the largest and most profitable Teamster employer! If this is the best that Presser can do at UPS, what can the rest of us expect in 1988?

TDU Growth

There is some encouraging news: Teamsters members are increasing their ability to act together for better contracts. Despite immense odds, like a workforce that is 50% part-time, a massive campaign of unfair labor practices by management and an all-out sales effort by the International Union, UPS members voted no in the majority.

This was no accident. It was the result of years of hard work and organizing by UPS members. If activity grows by the same degree in freight and carhaul over the next year, members there should be in an even

continued on page 9.

Teamsters for a Democratic Union
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From the Members

Contract Rammed Down Throats

I have been loyal to my union, and always will be. I am from a union family. My grandfather died from black lung (from the deep mines). I also watched as my father's railroad job was transferred hundreds of miles from home. I get mad when I see what the union-busters are doing in this country.

A while back our local union presented a good argument for DRIVE. They pointed out that in the past 30 years very little pro-labor legislation has been passed. I still believed this kind of thing was necessary, therefore I signed up to donate \$1 a week to help the union Political Fund.

Today, however, I signed a statement to withdraw from DRIVE. Others in my center are doing the same thing. I feel that the \$52 spent on DRIVE should go to Teamsters for a Democratic Union instead, especially following Presser's actions toward the UPS contract. The majority voted no, and he is ramming it down our throats.

I urge all Teamsters to support the union movement in the best way there is (for us) through Teamsters for a Democratic Union.

Name Withheld
Local 89
United Parcel Service
Louisville, Kentucky

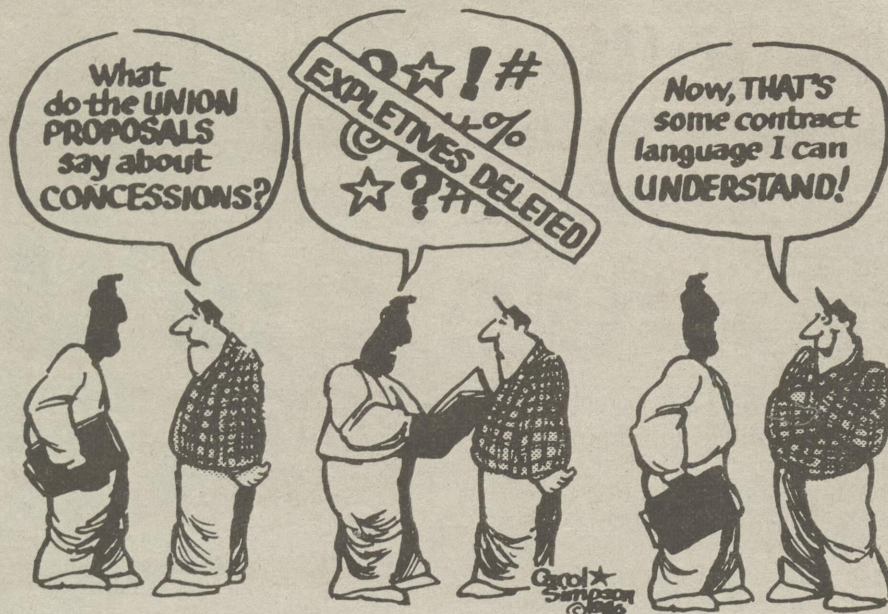
If They Win, We Will Lose

It is election time here in Western Pennsylvania Local 30. Members and stewards should beware—business agent Ken Minkus is planning to run for president this time around. Many grievances have been lost during his time as business agent. In addition, four good stewards have lost their jobs through discharges.

Yellow Freight is another cause of problems. A while ago management called everyone into the office for a meeting. The purpose of the meeting was to use psychological warfare against us. The whole group was told that if one driver did not stop filing grievances, work would be taken from our terminal and given to the new McKeesport terminal (which still has not opened). In response, drivers pointed out the need for sticking together and not giving in to these intimidation tactics.

Even when grievances are filed they can be tough to win at the Joint Council Panel. One filed over Yellow Freight's messing around with time and a half for city drivers (using the 30-mile clause to kick in the time and a half after 9 hours, but then having the driver deliver around the city all day) was recently lost. It took eight months just to get the grievance heard! The company postponed twice—isn't that against the rules?

If Ken Minkus doesn't lose all the good stewards in this local, his



running mate Gino Meneghini will give it his best shot. For you sisters and brothers at Charley Brothers who don't remember Gino, let me refresh your memories. Does the word productivity ring a bell? If these two win, we all have lost. Let's pull together to improve our local this fall and in the future.

Concerned Member
Local 30
Pittsburgh, Pennsylvania

Thanks to TDU For Pension Help

I recently took my retirement at age 62. I had 24.4 years with the Central States Pension Fund. In 1984, I took a job with Northwest Transport and transferred to the Western Conference Pension Fund, because the company I was with folded. When I retired earlier this year, Central States wanted to figure my pension from them based on \$775/month. This was the benefit they were paying for 20 years' service in 1984, when I had to transfer to the Western Conference.

I maintained that my pension from them should be figured on \$900/month which is the benefit they are paying now. But Central States didn't think that way till I got help from TDU. We wrote one letter to Central States, and made several phone calls. After that, I ended up with \$111/month more than I would have. Thanks to TDU, I can enjoy my pension a lot better.

Cecil Yoder
Local 961
Denver, Colorado

Office Move Completed, Sorry for Any Delay

The TDU National Office has now moved into our new building, across the street from our former offices. This move has afforded us room to grow and to operate more efficiently. Unfortunately, the move came at a busy time and we are still working to get ourselves completely settled in.

We apologize for any delays in processing orders or memberships. Our phone number and mailing address remain the same.

Convoy Date Change

Note that Convoy is dated one month ahead. We are changing our system of dating, but you will still receive the regular number of issues.

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:

Pete Camarata, #299
Dan Campbell, #486
Joseph Day, #170
Linda Gregg, #435

Organizer:

Ken Paff, #407

Trustees:

John Braxton, #623
Mike Friedman, #407
Doug Mims, #728

Members:

Doug Allan, #208
Millie Grant, (#728)
Diana Kilmury, #213
Tom Pizzuto, #863
Mike Savoir, #41
Pete Sercombe, #150
Gail Sullivan, #278
Alternates:
Archie Cook, #705
Sam Fenn, #63
Delmar Bequette, #600

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

September 29, Cleveland

Date Set for Hearing in Presser Case

A hearing on various motions in the Jackie Presser ghost-employee scam case will take place on September 29 in Cleveland, Ohio. As the date approaches the case grows wilder by the day.

On September 1 Jackie Presser's uncle, Allen Friedman, sued Presser and Harold Friedman (no relation) in federal court for \$12 million for allegedly entrapping him in the ghost employee scheme. Uncle Allen's suit claims Presser offered him \$1000 a week in December 1976, and filed reports that he was a business agent, although that was false. Friedman claims he repeatedly offered to perform work for the union, but Presser refused to let him take on any substantial duties. He claims this entrapment caused him to be convicted of being a ghost employee and to serve time in federal prison.

Cleveland Local 507 TDUs have sued Presser and Harold Friedman to recover some of the \$2 million lost in the scam. The case has been put on

hold until the criminal case is settled.

Allen Friedman earlier admitted on national television that he was a ghost employee, but then attempted unsuccessfully to deny it in court. The jury sent him to prison for cashing the hundreds of checks that Presser signed over to him from the union treasury. Presser's attorney (and IBT General Counsel) John Climaco hopes to use Friedman's inconsistent statements against him in the Presser trial.

In addition, federal prosecutors are resisting compliance with Judge George White's order that they turn over all their files relating to Presser's role as an FBI informant to defense attorneys. They claim they have no way of knowing in advance which information is relevant, and that the defense will have a chance to cross examine any witnesses at the trial. They are appealing an earlier ruling by Judge White on this matter.

Prosecutors are also charging that the attorneys for Presser and Friedman are in violation of federal court rules

They're Coming From Florida



Tampa, Florida TDUs will be sending a good delegation to this year's convention. Some of those planning to attend are (from left to right) Enrico Caccavelli, Charles Wasson, Don Schuetter, Lou Woodward and Dana Beougher.

for pre-trial comments in the media about witnesses and evidence, and have asked the court to punish the attorneys. Countering this, Presser's attorney is planning to subpoena top Justice Department people at the September 29 hearing to ask them about leaks to the media about the case. These matters are to be resolved at the hearing and a trial will follow,

later this fall or winter. If Presser is convicted by the jury he will be forced out of office immediately.

Presser's defense is expected to rest on procedural challenges and on the fact that he was paid by the FBI for years as an informant. Two persons already convicted in court of being ghost employees, Allen Friedman and John Nardi, Jr., are expected to testify.

Legal Briefs

OSHA Hazardous Materials Rules to Cover All Workers.

In response to a suit filed by the United Steelworkers, Public Citizen Litigation and other labor interests, the Occupational Safety and Health Administration (OSHA) has expanded its hazardous material warning standards to all workers, meaning that drivers and transportation workers will now be covered. The standards mandate container labeling, training programs and the availability of Material Safety Data Sheets to keep workers informed on the dangers of chemicals they are handling. Employers have until June 1988 to comply with the standards. Please contact TDU for more information on the right to know rules.

Checks on Multiple Licenses Begin.

During the third week of August transportation officials from 11 eastern states participated in roadside inspections to enforce the new drivers license regulations. Thousands of trucks were stopped from Maine to Maryland in the sweep. Figures are not yet available on the percentage of drivers cited, as the information was entered into state computers for cross-checking. A similar program conducted in Rhode Island in August caught one out of every three drivers carrying multiple licenses. One driver was found to have thirteen different licenses.

TDU Files Charges Against UPS Over NLRA Violations.

Charges filed by TDU attorneys on August 27 with the National Labor Relations Board (NLRB) have been accepted and investigation of the case by field investigators will now begin. The charges stem from numerous incidents by UPS management involving intimidation over the right to distribute literature and oppose the contract offer. Violations from over 30 UPS centers around the country are cited in the charge. TDUs worked for several weeks with attorneys to document the violations, line up witnesses and draft affidavits. The cases cited include incidents of management taking signs out of workers' parked cars, searching through lockers for TDU contract material and calling members at home to ask how they were voting.

In presenting the case to General Counsel Rosemary Collyer, TDU attorney Julie Fosbinder stated that, "UPS has interfered with the Section 7 (of the Labor Relations Act) rights of its employees to organize against the collective bargaining agreement that has been tentatively reached..." The case has been assigned to the Seattle, Washington NLRB office. Fosbinder has asked that UPS workers contact the TDU office immediately with information about rights violations in their areas. The more information we have, the stronger the case will be.

Jifflox Case Wins Driver \$1.5 Million

During the first week of September, a Nashville jury awarded road driver Paul McAbey \$1.5 million in compensation for serious injuries he sustained in 1985 while hooking a Jifflox trailer dolly. This was the second major jury award against TODCO, the manufacturer of Jifflox. Several other cases have been settled favorably, and many more await trial.

According to McAbey's attorney, Mary Parker, this victory means that TODCO will likely be anxious to settle many of the cases against them rather than risk more large awards by sympathetic juries. TDU has been able to supply a number of injured Teamsters with counsel in these cases.

The question still remains as to whether the dollies will be completely removed from use. Nearly a year ago the National Highway Transportation Safety Administration (NHTSA) announced they were ordering a voluntary recall of the Jifflox. This was in direct response to a TDU campaign that coordinated documentation from hundreds of road drivers. TODCO refused the voluntary recall and NHTSA has continued to drag its feet on ordering a mandatory recall or other action. NHTSA has stated that they are collecting more information on the Jifflox and its dangers.

In the last year PIE, which has paid over \$4 million in compensation claims because of the dolly, has supposedly taken several additional steps to reduce injuries. According to a PIE spokesperson the company has refitted 98% of their dollies with counterweights, added handles to the tongues

and implemented a policy of pre-hooking all doubles, using as many yard workers as necessary. The PIE spokesperson states that these steps have "created a remarkable reduction in injuries," with reported injuries dropping from one to two a week in 1985 to roughly ten over the last eight months.

Because of PIE's alleged improvements, it is possible that NHTSA will simply order TODCO to refit each dolly with a counterweight, or take the additional step of declaring that hooking the dolly is a two-person operation. While this would be a significant improvement, TDU remains committed to the total recall of Jifflox. We continue to need updated information, particularly from PIE drivers. Contact TDU with information pertaining to the following:

- Whether the dollies at your terminal have been fitted with counterweights.
- Whether the counterweights have eliminated the dolly's handling problems.
- Whether units are pre-hooked.
- Whether drivers may request assistance in hooking if they are not.

Further research has updated our list of 116 top Teamster officials who made over \$100,000 in salaries, allowances and expenses during 1986. We now have a 117th member of the club. George Hanson of Bakersfield, California bagged \$104,150 from Local 87, with help from Joint Council 38 and the IBT.

Freight Contract Negotiations

Good Bargaining Position in '88

This month we are kicking off a new column devoted entirely to discussion of the upcoming freight and carhaul contracts. Our goal is to encourage input by a wide number of members and cover the key issues facing us in 1988. This month we are publishing two articles on the freight contract, one on our negotiating position by Allentown Local 773 member and PIE driver Don Landis, and another on the need for a shorter work week submitted by the Committee of Road Drivers for Better Working Conditions in Kansas City.

As the deadline for the new freight contract approaches, many Teamsters are wondering what kind of bargaining position the rank and file will be in this time around. The "Focus on Freight" newsletters and recent editions of the *International Teamster* magazine have been filled with bad news and dire predictions. Nevertheless, I feel there is actually good news.

Three major factors will have a positive effect on our ability to demand and receive a good contract in 1988, a contract free of the concessions that have weakened our union over the past six years. These factors are: a shortage of qualified employees both now and in the near future; a changing political scene that will favor working men and women; and an improving image and growing appreciation of unions in the eyes of the general public.

An article in the *New York Times* (8/30/87) states, "The unemployment rate has dropped below 6% and the growth rate of the labor force is slowing to 1.5%, from 2 and 3% during the 1970s. Competition for labor could start an acceleration in pay growth." Another article from the *Wall Street Journal* (8/28/87) says, "Also likely to help unions are current labor shortages which may grow in the years ahead. As the baby boom bottoms out, the work force will expand much more slowly in the 1990s than in the 1970s. A recent Hudson Institute report suggests that this, coupled with a smaller reservoir of adequately educated workers, could lead to shortages in certain job markets. In addition, labor shortages have emboldened workers. Union leaders say workers are more willing to take risks and no longer fear losing their jobs."

The recent change in Department of Transportation (DOT) regulations is creating a shortage of road drivers who can meet the requirements. DOT regulations, demographics and the drug testing programs at many companies have combined to create a shortage of qualified employees that is becoming acute in some areas of the country. The laws of supply and demand should work for us as we demand higher wages and better conditions, someone will have to supply them.

The business press is obviously worried. Yet another *Wall Street Journal* article states, "Labor shortages may also reduce the number of two-tier wage settlements," says Richard Belous, a labor economist at the Conference Board, a business research

group. "Such wage structures have been a nightmare for unions. They can be very divisive because new hires are paid less than senior workers. Last year, the number of two-tier agreements dropped about 10% from 1985." The Vice President of Giant Foods, Inc. has said, "Labor shortages have loosened our purse strings. Lower paid employees can go right down the street to the nearest retail outlet and get a job." Are you listening, Mr. Presser and Mr. Bunte?

Changes in the political scene, a Democratic Senate, support from people who are not traditional union allies, and defensiveness on the part of business are all factors which could strengthen the labor movement. Some important legislation is being pushed through this session of Congress and in June, the Supreme Court even began reversing defeats for labor by upholding a requirement that following a corporate takeover, the new owner must bargain with the union covering the predecessor's employees. Any help from Washington will be essential if we are ever going to turn the corner on our troubles and deal once more from a position of strength.

Equally important is how the gen-

eral public feels about unions. Once again from the *Wall Street Journal*: "Signs are emerging that the long free fall in the influence and prestige of organized labor is ending and that unions may be nearing a resurgence. Worker appeals for organizing are the highest in years, union officials say.

In our own union, UPSers have shown a willingness to fight back despite pressures from the company and the union, by turning down their contract by a 51% vote. We can do better in freight. We need to organize and clearly state our needs in the next contract. The International could take advantage of the better position of labor and begin a push to organize non-union freight companies during the next year. By doing so, it would send a message to management that would be unmistakable: we mean business.

These factors, along with others, show we are in a potentially better bargaining position in 1988. But in order to be successful, we need the help of all freight Teamsters. Join TDU today and become part of a team that is working hard to return the Teamsters Union to forefront of the American labor movement.

Road Drivers Should Demand Voluntary Shorter Work Week in Next Freight Contract

Years ago when the Department of Transportation (DOT) determined that the maximum hours of driving and service that a road driver could safely perform was 70 hours per week, little did they know that they were creating a situation that would lead to unsafe highways due to driver fatigue.

Trucking companies looked at this DOT regulation and interpreted it by turning the maximum amount of hours into the minimum amount of hours. Companies call this practice "total utilization," they demand this amount of work from each driver to save the cost of hiring more drivers. This practice caused a drug dependency problem starting as long ago as 25 years. It is common knowledge and practice that road drivers were taking those little white pills to stay awake and keep on schedule on the grueling 70 hour work week. What effect has this had on the road driver?

- Drug dependency and alcoholism rank high among road drivers. Medical and insurance records show that an incredible amount of money is spent each year for hospital stays to rehabilitate Teamster members. Accidents involving large trucks are way too high and getting worse.

- Poor health, both emotional and physical, result from overwork. The divorce rate is high and getting worse.

Unlike most industries where a person is paid time and half for work performed after 40 hours, the road driver earns the same rate of pay for the 70 hour work week. (Many municipalities are currently being sued or taken to court to halt this practice.)

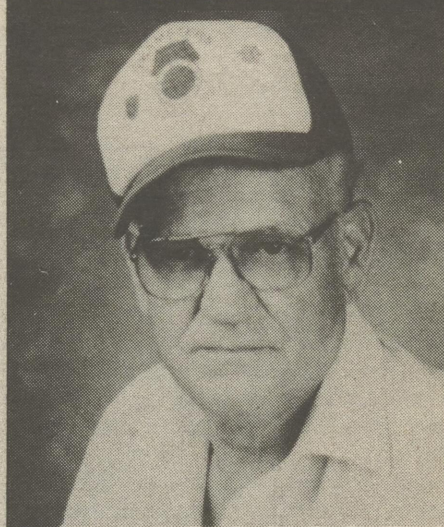
What Is the Solution to this Problem?

Demand and win rules in the next

contract stating that any time over 50 hours shall be strictly a voluntary choice of the driver to work or not with the counting time beginning on a Monday morning at 00:01 hours, with no disciplinary action to a road driver should he choose not to work over 50 hours per week. Many road drivers will choose to remain working the full 70 hours due to their own financial responsibilities. This will be their choice.

With the new increased speed limits on interstate highways, drivers will be able to cover an amount of miles that should not financially cripple comp-

From N. Carolina



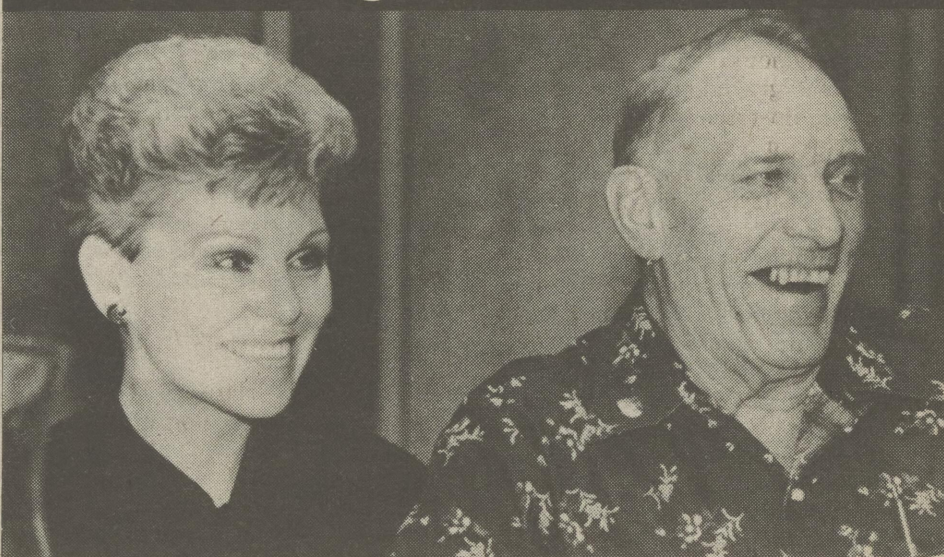
Jim Trammell
Dallas & Mavis
Steward, Local 71
Charlotte, North Carolina

I'd like to take this opportunity to say hello to my brothers and sisters in other parts of the country, and to thank TDU for the help they have given us. I can say that TDU has been there with advice on grievances and legal questions. That's a reason why I think it is important to be at the rank and file convention, and I would like to invite other concerned Teamster members to be there on October 10 and 11.

anies should the driver choose to work only 50 hours per week. We must inform our negotiating committee to demand these changes.

If this Teamster negotiating team fails to hear or act on our request, then we will be forced to take our complaint directly to the Secretary of Transportation, Elizabeth Dole, for a complete revamping of DOT regulations concerning the 70 hour work week. This may result in new policies that would be detrimental to the survival of many companies. We don't want this. We can solve this problem within our union bargaining committee.

They're Coming From Colorado



Roy and Diana Ray
Northwest Transport
Local 961, Denver, Colorado

We are looking forward to meeting new people at this year's convention and renewing the friendships we made at last year's. The convention is one place where everyone works together and you get a real feeling of belonging.

Eastern Road Casuals:

Casuals To Collect Millions in Back Pay

As reported earlier in *Convoy*, the casual road pay issue is now resolved in the Eastern Conference. Now hundreds (or even thousands) of casual road drivers are due money, in some cases several thousands of dollars. The total back pay owed will run into the millions.

The agreement reached in the East provides that all employees who have worked as road casuals (and were paid less than full union scale) since April 1, 1985 can file a grievance for the money they are owed. Grievances must be filed within 90 days of August 24, 1987 or by mid-November. Grievances filed after that will be ruled untimely.

Any drivers who are not sure whether grievances have been filed to cover their lost wages should file one immediately by certified mail. Request in the grievance to "be made whole for all moneys lost through payment at a

'casual road rate' from April 1, 1985 to the present." If you worked for a number of different carriers, file a grievance for each. Make sure to keep a copy of your submitted grievance.

Casuals who fear reprisals over filing grievances should ask their steward or business agent to file a blanket grievance for all affected employees. The local can do this and provide the names and social security numbers of those owed back pay.

This victory covers only casuals paid the bogus rate of pay. It does not cover new hires under the 70% clause. According to the NLRB, Southern Conference drivers were sold out by the negotiating committee. TDU is pursuing action that will hopefully result in the same happy ending in the South. Anyone desiring a copy of the documentation on this matter should contact TDU or their local union.

Is a Wage Cut Proposal in the Works at Transcon?

Rumors are flying that a wage cut is in the works for Teamsters at Transcon. Apparently the deal is to end the ESOP in effect at the carrier (88% of the employees took a 12% wage cut in late 1983) and to "offer" three options for giving up wages and/or benefits.

The first option would be a straight 20% wage cut, or about \$3 per hour. The second "option" would be to take a 17.5% wage cut, give up a week of vacation, three holidays and a sick day. Finally, there could be an offer of a 17.5% wage cut coupled with the loss of two weeks vacation time.

Transcon officials have held meetings with employees in Chicago, Salt

Lake City, Omaha and other areas in the initial attempt to soften up employees for this knockout blow. Recent management memos have also spoken about further concessions and getting out of the National Master Freight agreement. It's reported that Transcon officials will be meeting with International officials in Washington, DC on September 9.

If Transcon wants these significant concessions, they must negotiate with the International, the agreement put to the members for a vote. Unlike regular contracts, mid-term contracts require only a simple majority vote to reject or accept.

Good Use For A Bad Clause

Article 63, Section 2 of the Western States Area Pick-up and Delivery Freight Agreement provides a way to use the infamous "70% clause" to union advantage, but only when a local is willing to do some work on it.

The Western States contract states that employers must pay a full 100% scale unless they "hire fifty percent (50%) or more of new hires and casuals through the Local Union hiring hall or referral system." Only those employers who hire 50% or more (both new hires and casuals) get the 70% deal.

On a few occasions Local Unions have taken employers to the committee on this, and the committee has remanded it back to the local and company to work out, with a warning that they will slap the full 100% clause on the company unless they comply. Unfortunately some locals and business agents are better at making excuses than enforcing it. When Sacramento Local 150 officials were pushed on this matter, they made some dandy excuses but produced no positive action.

They're Coming From California



These members of the High Desert TDU Chapter in Southern California are just some of the many members who will be travelling from the West Coast to this year's convention. Pictured above, from left to right, are: Roger Parsons, Scott Askey, Greg Glueck and Gail Isenock.

Buyout, ESOP, Were Demise of Smith's

A recent report prepared by the IBT Information Center documents the strange twists and turns at Smith's Transfer and virtually lays the blame for the company's demise on a leveraged buyout of the parent company (ARA), and on the Employee Stock Ownership Plan (ESOP).

The story starts in 1979 with the merger with ARA Services. At that time Smith's became a fully owned subsidiary of the giant conglomerate, operating under the transportation segment of ARA. In 1984 ARA was a public company. Management devised a scheme with other investors to buy ARA and make the company privately owned. Stockholders not involved in the deal were offered cash or newly-issued debt instruments of the new company.

In other words, the newly held ARA was buying off previous stockholders with guarantees of future payments through an elaborate debt restructuring. The buyout of Smith's was valued at over \$1 billion — too expensive to buy outright, and making necessary the debt restructuring. Smith's was saddled with \$65 million of this new debt.

A common practice in many leveraged buyouts is that assets of profitable subsidiaries are sold. In fact, a number of perfectly sound companies have gone under when corporate wheelers and dealers unload them to repay the outstanding debt.

In December 1985 the ESOP was implemented. In the prospectus the company stated the ESOP was necessary to permit Smith's Transfer to generate the cash flow needed for fleet replacement, terminal expansion and to maintain operations at current levels over the next five years.

The company promised to invest from \$120 million to \$150 million in property and equipment over the next five years. However, implementing the ESOP was illegal until the debt owed to former ARA stockholders could be readjusted. Smith's now owed the money back in five years at the tune of \$13 million per year. The ESOP was also dependent on other debt restructuring of money owed by Smith's to ARA. The ESOP went through and Smith's long-term debt increased after the ESOP from \$11 million in 1984 to a whopping \$49.5 million in 1985. Hardly the way for a company to "remain competitive." The effect of the leveraged buyout sent Smith's retained earnings to a loss of \$12 million in 1985 compared to a \$37 million profit in 1984.

Despite this, company officers who made \$117,385 per year before the ESOP received an average of \$202,380 in 1986 — a 72% wage increase. This is in comparison to the 15% cut taken by most employees. On top of that, the company's promise to get new equipment, new terminals and operate at current levels was a lie. More units were retired than purchased in 1986. The workforce was reduced, and terminals were sold. The whole deal was a sham.

Fortunately, Smith's workers haven't suffered the same fate as workers at Suburban, Murphy, System 99 and others who went down the tubes. Smith's was sold to American Carriers, parent company of American Freight Systems. Plans are to integrate American Freight, Smith's, USA Eastern, and non-union USA Western. The ESOP has ended at Smith's and employees are awaiting an evaluation of their "stock," which will repay them very little on their investment.

This story of corporate deception is sad but true. Hopefully some lessons have been learned on all sides.

Freight Lines

Albuquerque Yellow Drivers Losing Call-in Time?

Reports from road drivers in Local 492 indicate that on certain runs the company is requesting that drivers show up directly at the end of the eight hour rest to be ready to complete their runs. Drivers, who are regularly on a two-hour call, have complained that without their call time, the actual time for a driver to rest may be as little as four hours, creating a bunch of fatigued drivers. When complaints and grievances were registered at the Local 492 hall, drivers were told that the union had agreed to this procedure in a change of operations five years ago. All of this, of course, is news to the drivers. Is this another dry run of procedures which may be put in the next contract?

70-Hour Slavery in the City?

The TDU National Office has recently received several complaints regarding forced overtime in the city, on the dock and in the yard from several areas. In Allentown, Preston has been working city drivers 12 hours a day, and the dock and yard have been forced into 70-hour weeks, with no option to turn down overtime work. At PIE in Richfield, Ohio, regular seniority employees are being forced on their sixth day, while several laid-off employees sit at home. Group grievances are being prepared in several areas but, surprisingly, the Central States Supplement has no mention of "excessive overtime."

Many freight workers want and need the overtime. For those who don't wish to spend all of their time at work, they should be given the option of turning it down. We need stronger contract language against employer abuse and forcing of overtime in the next contract.

Now More Than Ever! TDU C

Friday's Events

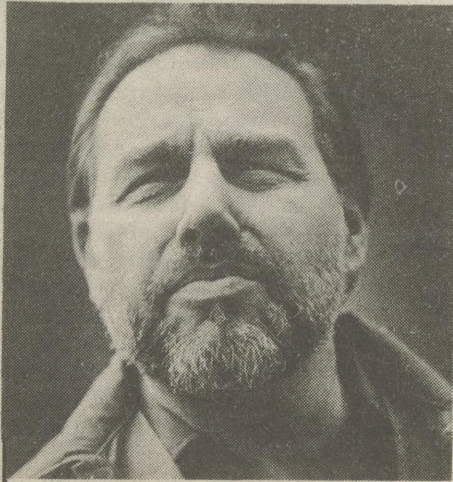
Hospitality Room Noon-5 p.m.
Early Registration 1 p.m.-5 p.m.
Special Leadership Session 1 p.m.-5 p.m.
Wives Reception 5 p.m.-6 p.m.
Video and Films 6 p.m.-7 p.m.
Dinner 7 p.m.-8 p.m.
Special Presentation: RICO and the Teamsters 8 p.m.-9 p.m.
 Historical overview of past government attempts to intervene in the International Union, what the current situation is, and what it means for the rank and file members.
CHAIR: Dan Campbell, Recording Secretary, Local 486, Saginaw, Michigan
SPEAKERS: Michael Goldberg, Professor of Law, University of Pittsburgh
 Mike Friedman, Local 407, Cleveland
 Diana Kilmury, Trustee, Local 213, Vancouver, B.C.
Reception and Cash Bar 9 p.m.-Midnight

Contract Meetings

Freight TDUers will meet twice during the convention to evaluate contract demands, set strategies and firm up plans for building the TDU freight committee.

Carhaul Teamsters will also be targeting their goals for the 1988 contract negotiations. New strategies for meeting new challenges will be taken up at these important meetings.

UPS Teamsters will meet to discuss the ongoing legal challenge to the 1987 contract. Attorneys and plaintiffs in the case will be present to discuss the case. There will also be time for discussion of ways to protect your job and to continue building the national UPS network.



Featured Speaker: Jerry Tucker, former assistant director of UAW Region 5 and a pioneer in developing and using "strikes on the job" and other new strategies for unions.

SATURDAY

COFFEE FOR EARLY REGISTRANTS 7 a.m.-10 a.m. in the Hospitality Room
REGISTRATION 8 a.m.-10:30 a.m.
SESSION I: Now More Than Ever 10 a.m.-Noon
CHAIR: Linda Gregg, Local 435, Denver
OVERVIEW OF CONVENTION: John Braxton, Local 623, Philadelphia
SPEAKERS: Gail Sullivan, Local 278, San Francisco
 Scott Askey, Local 63, Barstow, California
 Kevin O'Rourke, Local 294, Albany, New York
 Anthony Smith, Local 639, Washington, DC
 Bill Slater, Local 315, San Francisco
LUNCH Noon-1 p.m.
WOMEN'S CAUCUS Noon-1 p.m.
SESSION II: Workshops 1 p.m.-3 p.m.
 1) Running for Local Union Office
 2) Alternative Workplace Strategies
 3) Drug Testing: Knowing the Dangers, Understand Your Rights
 4) Leadership Training I
 5) Teamster Labor History
 6) RICO and the Teamsters
 7) Your Legal Rights On the Job and in the Union
 8) Using Newsletters and Publicity to Build TDU
 9) Your Pension: How to Understand It and How to Get a Better One
COFFEE BREAK AND VIDEO SHOWINGS 3 p.m.-3:30 p.m.
SESSION III: IT'S OUR ORGANIZATION 3:30 p.m.-5:30 p.m.
Chair: Pete Camarata, Local 299, Detroit
Organizer's Report: Ken Paff, TDU National Organizer, Detroit
Nominations for ISC: Tom Pizzuto, Local 863, Jersey City
SPECIAL EVENTS AND COCKTAIL HOUR 5:30 p.m.-7 p.m.
UPS Meeting 5:30 p.m.-6:30 p.m.
Freight Meeting 5:30 p.m.-7 p.m.
Carhaul Meeting 5:30 p.m.-7 p.m.
Films and Videos 5:30 p.m.-7 p.m.
Cash Bar 6 p.m.-7 p.m.
BANQUET with Guest Speaker Jerry Tucker, Leader of the "New Directions" movement within the United Auto Workers, and former assistant director of UAW Region 5 7:30 p.m.-9 p.m.
PARTY, MUSIC, CASH BAR 9 p.m.-1 a.m.
VOTING FOR INTERNATIONAL STEERING COMMITTEE 10-11 p.m.

Educational Workshops

Saturday

1) Running for Local Office. Designed specifically for members who plan to be involved in local union election campaigns. The workshop is presented by experienced campaign strategists and successful candidates.

2) Alternative Workplace Strategies. Today unions and union members are facing major attacks on their contracts and working conditions. Fighting back means creating new strategies as well as reviving some old ones. "Working to rule" and other successful strategies will be examined in this workshop by shop-floor and union leaders who have made them work. Jerry Tucker, leader of the UAW's New Directions movement, will lead the workshop and discuss his union's successful in-plant strategies.

3) Drug Testing: Know the Dangers, Understand Your Rights. Successful TDU action stopped drug testing in carhaul and helped prevent it in the UPS contract, but Teamsters in freight and other industries are still faced with the program. Learn about the dangers, your rights, and how you can best fight unjust discharges.

4) Leadership Training I: Getting TDU Off the Ground In Your Area. How to build TDU's reputation, recruit members, carry out campaigns and organize effectively. This workshop is designed for members from newer chapters or areas.

5) Teamster Labor History. A general overview of the history of our union will be presented. How did the union begin, how did it get to be the way it is, and where are we headed?

6) RICO and the Teamsters. This workshop will discuss the most recent developments on the government's use of the Racketeering Act, will give background to the stand TDU has taken, and will discuss ways of using it to promote the right to vote for our top officials.

7) Your Legal Rights On the Job and In the Union. This workshop is geared to newer members. It gives a basic working knowledge of your rights. Discussed will be rights as a union member, internal union procedures and rights under the Landrum-Griffin Act.

8) Using Newsletters and Publicity to Build TDU. This workshop will deal with

effective ways to publish newsletters, flyers, election materials and other literature. Special emphasis on getting the most for your time and money.

9) Your Pension: How to Understand It and Get a Better One. A look at the basics of pension and health-and-welfare plans, with the aim of learning how they work and what problems are most often encountered. Also, strategies for getting better benefits.

Sunday

1) Dealing With Stress On the Job, In the Union, and As an Activist. Explores the dangers of on-the-job stress, targets strategies for overcoming stress problems, and also discusses the stress that comes with being an active union member.

2) Understanding the Economy. Since de-regulation in 1980, massive changes have occurred in the trucking industry and the economy at large. What's ahead and how will it affect Teamsters? Attend this workshop and find out.

3) Discrimination. How to identify and combat discrimination on the job and within the union. Emphasis on developing effective and unifying strategies as well as legal action.

4) Road Driver Safety and Health. Discussed will be a number of issues, including longer combination vehicles, the new national driver's license, whistleblower laws and other road drivers' issues.

5) Leadership Training II: Reviving and Strengthening Chapters. On the road to building TDU and strengthening our chapters, members can encounter many twists and turns as well as roadblocks. This workshop addresses ways to overcome problems, survive in slow times, form alliances and revive older chapters.

6) After the Election, Win or Lose. Carrying out an election campaign is only the beginning. If you win, then the work begins on rebuilding your local. If you don't make it, it's crucial to set plans for consolidating your gains and regrouping.

7) Using the Grievance Procedure Effectively. Attend this workshop to learn the techniques that will increase your chances of winning a grievance. The workshop takes participants right through the grievance procedure and stresses ways that stewards and active members can educate co-workers on effective grievance writing, handling, and presentation.

Convention 87

SUNDAY

COFFEE AND VOTING FOR ISC 8 a.m.-9 a.m.

SESSION IV: JURISDICTIONAL MEETINGS 9 a.m.-11 a.m.

Freight and Cartage
UPS
Carhaul
Grocery and Warehousing
Local Contracts
Wives in TDU

BRUNCH: 11 a.m.-Noon

SESSION V: WORKSHOPS Noon-2 p.m.

- 1) Dealing With Stress On the Job, In the Union and as a TDU Activist
- 2) Understanding the Economy
- 3) Discrimination
- 4) Road Driver Safety and Health
- 5) Leadership Training II
- 6) After the Election, Win or Lose
- 7) Using the Grievance Procedure Effectively

SESSION VI: THE ROAD AHEAD 2 p.m.-3 p.m.

Chair: Joe Day, Local 170, Worcester
Introduction of the New ISC and Election of Officers

Getting to the Convention

This year's Convention will take place in Windsor, Ontario, right across the river from Detroit, Michigan. Accommodations will be available at the Windsor Hilton. All rooms have a great view of the river and Detroit skyline. Convention events will take place right next door to the Hilton at Cleary Auditorium. Inexpensive flights are available into Detroit Metro Airport from all major U.S. cities. Call a travel agent for best rates or ask TDU for help.

Van rides from the airport to the convention site are being arranged by TDU.

Details will be sent to all who register. In addition, other transportation is available, including:

- Chatham Coach Lines has five runs per day directly to the Windsor Hilton. Cost is \$12 U.S., and trips depart from the Airport Transportation Center Arrival Booth.

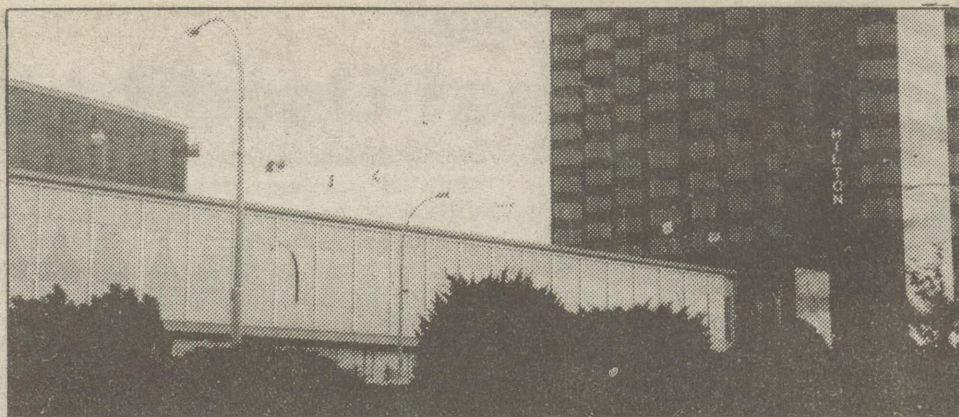
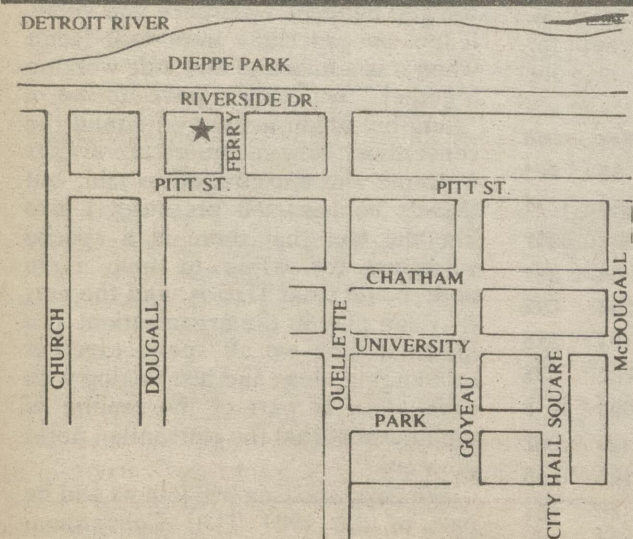
- Taxi service from the airport will run about \$30 for up to four people in a cab. While expensive for one, this may be practical for small groups arriving together.

If you are driving to the convention, the Hilton and Cleary Auditorium are on Riverside Drive in downtown Windsor. Take Ambassador Bridge exits off either I-75 or I-96 in Detroit. After crossing the bridge, take Wyandotte east to Oulette south. Then take a left onto Riverside, and the Hilton is on your left. From the tunnel, take Wyandotte to Oulette south, then left on Riverside.

See You There!

October 9-10-11

Windsor-Detroit



Cleary Auditorium and the Windsor Hilton, as seen from Dieppe Park.

Special Events

Friday Afternoon: TDU: Evaluating the Past Year and Planning for the Coming Year. This session will review our progress in the past year and evaluate our strengths and weaknesses. Included will be a look at the coming year and discussion of what our priorities should be and what we can expect.

Special Film and Video Showings: Three informative video presentations will be featured. A new hour-long film, **Final Offer**, provides a unique behind the scenes look at 1984 negotiations between the Canadian Auto Workers and General Motors. Also featured will be **Labor's Turning Point**, the award-winning documentary of the 1934 Minneapolis Teamsters strike, and a compilation of various news stories on TDU within the past year.

Quilt Raffle: A TDU Convention would not be complete without Frances Adcock's lovely hand-sewn quilt for our annual Quilt Raffle. Frances has gone all out with this year's beautiful "log cabin" design quilt in shades of rose, coral, pink and brown. The lovely quilt is bordered with a folded point pattern. Second prize this year is a handmade afghan in beautiful emerald green and white, made by Sarah Bequette. The border has long fringe done in white.

You won't want to miss out on your chance to get in on the 1987 Quilt Raffle. To order tickets in advance, call the TDU National Office. Suggested donation is \$4.00 for a book of five tickets.

Register Today

REGISTER NOW... SAVE \$10!

Postmark your registration no later than September 23 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$65 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to **Convoy-Dispatch**.

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday only registration.

Mastercard/Visa: # _____

Exp. date _____ Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Co. _____

(if registering for others please include same info.)

		# of People	
Sat. & Sun.	\$79 x		=
Sat. Only	\$49 x		=
Sun. Only	\$35 x		=
Fri. reg.	\$20 x		=

Total Registration Cost = _____

_____ Single room
_____ Double room (with _____)
_____ Fri. _____ Sat. _____ Sun. _____
of nights _____ x \$65 = Housing Cost = _____

		# of Children	
Sat. & Sun.	\$20 x		=
Sat. Only	\$15 x		=
Sun. Only	\$10 x		=

Childcare Cost = _____

_____ \$25 — one year membership
_____ \$60 — three year membership
_____ \$15 — spouses, retirees and Teamsters
grossing less than \$12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

_____ \$10 if postmarked by Sept. 23 (\$5 one day)
_____ \$10 travel over 500 miles one way
_____ \$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____

Should Be Tool of Strength

Strike Threat Used to Divide Us

The recent UPS contract bargaining poses some interesting questions regarding the effectiveness and the wisdom of the union using its economic power to win better wages and conditions. What was apparent, from all sides, was a general fear of a strike—by management, by the International and by some UPS Teamsters.

One thing is certain, nobody likes to strike. Losing out, even temporarily on a paycheck can set back a family on a tight budget. Fears about scab herding, plant closures and bankruptcies are legitimate, and need to be weighed

heavily before making the decision. But when you get right down to it, the strike has been the primary and most successful weapon developed by workers to force employers to recognize unions, raise wages and bring up conditions.

There is a current of thought running through the labor movement and among many union members which says, "Our company is just waiting for us to strike. Then they'll hire replacement workers, or move to a non-union state, or simply shut the doors. Therefore, the strike is not an effective weapon." These may be legitimate concerns for a number of situations, but for many Teamsters, especially those under National Agreements, this is simply not the case.

UPS's main threat to employees during the contract ratification (and Presser's) was that a strike would be called if the contract was rejected by 2/3rds. The goal was to scare people from voting no. Instead of using the threat of a strike to gain a better contract, the International chose to divide the workforce and play on peoples' fear of a strike. In other words, they weakened our main tool for gaining a decent contract.

Let's look at this situation a little closer. In the event of a strike, UPS would have been instantly paralyzed.

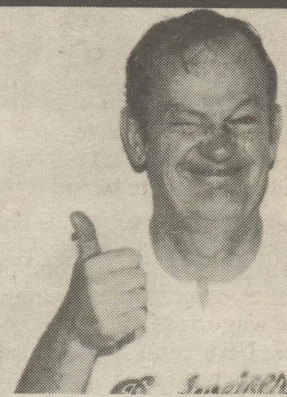
They could not afford to lose even a few days business or what could have been a permanent loss of business to other carriers. The company would have been unable to utilize scabs as that would involve recruiting a scab workforce, training them and getting them to cross picket lines. By the time any plan could have been implemented the company would have already suffered serious losses. UPS management may be mean spirited but they are not stupid. Would the company have gone bankrupt? Not a chance. Remember, this is the most profitable transportation company in the world. They certainly couldn't move to a "non-union environment." What becomes clear is that the union had an ideal bargaining situation.

Strikes Do Win

The fact is that well-planned, well-organized strikes do win. Cannery workers in Watsonville can testify to the fact as can car haulers who successfully struck in 1985 and gained a better contract in three weeks. A recent Teamster strike at Indiana Sugar in Gary, Indiana, which lasted four days, stopped a \$1.75 per hour wage cut and won a 50c raise—20c more than the UPS agreement.

Strikes do work, when the union is in a strong position and when they are

From Los Angeles



Dick Bradford
Anheuser Busch
Branch Chairman, Local 896
Los Angeles, California

The more I get involved in my local union, the more I realize the need for education and communication among rank and file Teamsters. We've been waiting for the other guy to do it too long. We have to realize that it is up to us to make our union work for us.

well planned and executed. They're a tool developed by workers and their unions to exert power and win, not a tool of the employers to weaken and divide us. A union without the right, or the will, to strike is severely limited. A union without the heart to take economic action when it is possible is hardly a union at all.

From Boston



Neal and Roz Henderson
Steward, Star Market
Local 25, Boston, Massachusetts

We will be there because we believe in strong reform of our union and better contracts for our families. It's extremely important at this time, when the government is considering trusteeship of the International, that we all pull together and fight for the right to vote. We also need to improve our pension and health and welfare benefits.

TDU Spouses Speak Out on Their Role at the TDU Rank and File Convention

The 12th annual TDU Convention will be held in Windsor, Canada this year. Spouses are always welcome at it. We hope you will want to be a part of these events. Here are some of the reasons, as given by TDU spouses, for you to attend.

Patty Cloward from the Atlanta chapter says, "My first convention

was attended out of curiosity. I came to see what TDU talked about that could interest me as a woman and a working woman. Women have been in the labor force for a long time, but I know for a fact that when it comes to discussing our rights, it's not so easy. A father will sit down and talk about what happens at the plant or the mill with his son, but how often do dads and daughters have the same discussion? Now more than ever, women are

part of the workplace. They are sometimes the sole supporter of their family and need to know and understand their rights in the union and workplace."

Another spouse and TDU member, Sarah Bequette from St. Louis says, "Wives need to realize the importance of a wife coming along with her husband to the convention. There are many questions answered, like pension and health and welfare questions wives may have difficulty getting from other sources. A wife's input and sharing experiences, fears and concerns are important. A definite feeling of camaraderie prevails. The convention sets an atmosphere of mutual support among wives and between them and their husbands. Attendance by all is important because it helps to dispel misconceptions about TDU and the Teamsters in general, helps bridge the gap between ignorance and knowledge, an especially important factor when it is a husband and wife working together. You don't have to be a 'gung-ho' union activist to attend the convention. New members are always welcome and encouraged to join, but there's no hard-sell pressure. I also like the fact that there is a special workshop for wives to help them understand what TDU is, and the part they can play in the organization. The informal time we all spend together exchanging ideas and just talking with each other is part of the feeling of togetherness that the convention helps promote."

We hope spouses will join us and be part of the 1987 TDU Convention. Please feel free to give the Detroit office a call for addition information.

Grocery News

Subcontracting Stopped in Oregon.

Local 324 Super Valu drivers in Salem, Oregon are saying "no" to subcontracting. The local is only a year into a three-year contract which pays drivers 27c/hour, with a permanent two-tier for new hires. Not satisfied with this, the company has confronted the local with a demand to use non-union drivers on routes which nobody volunteers for. This is in direct violation of the contract, which reads, "If an insufficient number of employees volunteer for (the) workweek, employees shall be scheduled beginning with the least senior employee." Super Valu's attempt to test rank and file willingness to fight has met with strong resistance. At a recent local meeting, the mid-contract proposal was solidly voted down. The battle may not be over though, and Local 324 drivers are keeping a careful eye out for future company attacks on the contract.

Kroger Lawsuit Meeting at TDU Convention.

At next month's TDU Convention in Windsor, attorney Ann Thompson will hold a special meeting for Kroger employees who are being denied credit by Central States for years of employment prior to 1971. Ms. Thompson is making plans to file a lawsuit on behalf of these employees, so that they can collect the top pension benefits offered by Central States. Many Kroger Teamsters have already signed up as participants in this lawsuit. If you have not signed up but are interested in protecting your pension rights, contact the TDU office immediately, and make plans to be at the TDU Convention.

UPS Contract Vote Counts

UPS members in a number of areas have obtained the vote counts for their local unions. Following here are the counts currently available. As more are received we will publish them. Every local union has this information. Ask your local officers for the count for your local and other locals in your area.

Local	Yes	No
25 Boston	85	280
177 New Jersey	830	1771
804 New York	331	3087
623 Phila., PA	54	221
384 Suburban Phila.	254	322
317 Syracuse	191	316
710 Illinois	1732	885
344 Wisconsin	1092	1017
22 Collinsville, VA	123	67
29 Crozet, VA	184	50
171 Roanoke, VA	78	181
322 Richmond, VA	113	249
822 Norfolk, VA	38	211

UPS Lower-Tier Part-timers:

How to Stop Unjust Dues Rates

Tom Toegemann
United Parcel Service
Steward, Local 251
Providence, Rhode Island

It was a long fight but that made victory all the sweeter. Nearly one and a half years ago a couple of newly hired (lower wage rate) preloaders at the Warwick UPS center and myself met to discuss what could be done to get dues lowered for the growing number of \$8 and \$9 per hour members. After investigating, a petition was drawn up asking that the local lower their dues rate to two times their hourly rate.

Nearly every preloader signed the petition. It was then sent to the two-light shift where it "mysteriously" disappeared. Local 251 Recording Secretary Al Arujo just so happened to be the appointed steward on this shift. After this momentary setback another petition was drawn up. Signatures were collected from the preload and two-light shifts and from feeder and package car drivers. In just one day 274 members signed the petition, including many not affected by the dues rate problem. Needless to say, Al Arujo refused to sign.

In late October 1986 a copy of the

petition, along with a cover letter, was sent to Secretary Treasurer Gerald Blinkhorn (a former UPS BA) and the entire executive board of the local. Their response? In November they raised dues from \$29 to \$30!

After the dues hike I decided to write the Big Man, (no pun intended) Jackie Presser. A reply from IBT Secretary Treasurer Weldon Mathis came to Blinkhorn on December 5, 1987. Mathis asked, with all the power of the IBT behind him, "would you please check further into this matter and forward a report of your findings to this office at the earliest date."

In early January the executive board turned down the request by 274 members for the dues reduction. My next step was to do research in a law library. In early March I sent a letter to Blinkhorn and the executive board asking them to "justify the setting of the dues rate, in violation of the procedure prescribed" by the Local 251 bylaws, the IBT Constitution and federal labor law.

We then made a flyer calling for a "dues rally" to take place at the March local union meeting. The rally went off well, and a meeting with Blinkhorn was set up.

In the meantime TDU attorney Mark

Stern sent a letter to the Local 251 Executive Board detailing the legal obligations and probable embarrassment for the board if the dues issue had to be brought into district court. I also dug up a legal case where a local union and a company were sued for using dues checkoff to collect an illegally-set dues rate. This was shown to UPS management as a way to increase bargaining strength with the local — knowing the last thing UPS wanted was to get dragged into court over this.

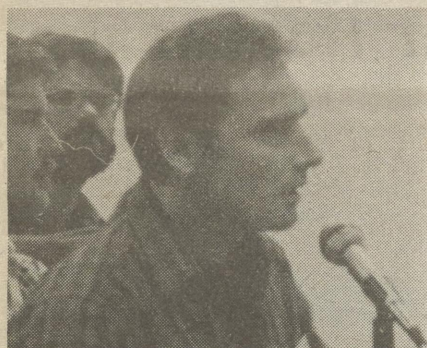
The happy ending occurred after yet another denial by the local. Finally, on June 29, 1987 a notice was posted at UPS' Warwick center stating that "through the efforts of Brother Tom Toegemann and myself it has been agreed and worked out that the dues rate will be twice the members' hourly wages." This was signed by Gerald Blinkhorn.

For more information on what your correct rate of dues should be and how to get illegally high dues rates lowered, contact the TDU office.



During the UPS contract vote, hundreds of TDUsers worked hard against the offer. None were as creative as Georgia TDUser Bill Willingham, who wore an Uncle Sam suit while distributing literature. What would Uncle Sam say about the majority's will being ignored?

From Oakland



Doak Jones
United Parcel Service
Local 70, Oakland, California

In the last several years, I have seen the national UPS network grow dramatically. The fact that we were able to break the 50% mark on the recent contract vote shows that we are now able to mobilize a majority of UPS Teamsters. If we've made it

this far, I am certain we can keep growing to the point where we can turn back bad contracts (like this one!) by getting over two-thirds to vote no. Step by step we are getting there and TDU is doing everything possible to help.

I have been to several TDU Conventions, traveling each time from the West Coast to be there. It is more than worth it, and that is one reason I will be back at the Convention this year. Another reason is that I think it is urgent for all rank and file Teamsters, UPSers and others, to show their support for TDU at this crucial time. We can get rid of the two-thirds vote on contracts and turn our International Union around but no one else is going to do it if we don't. Join myself and hundreds of other concerned Teamsters at the Convention. You'll be glad you did.

UPS and Downs

Mississippi Part-timers Win Dues Reduction and Refund.

In August Mississippi Local 891 part-timers found out that their request for a reduction in the dues rate had been agreed to by the local executive board. TDUsers in a number of areas have spearheaded efforts to reduce dues rates for lower-rate, part-time members (see article this page) but this is the first case we've heard of where a refund has been given. Also, an interesting statistic was revealed during their effort—that of the 497 part-time members in the local, 362 are union members. (Mississippi is a right to work state.) This works out to 28% who are not in the union.

Purolator Courier Kicks Off Ground Service.

A new service is being offered by Purolator Courier to compete with UPS and RPS standard ground service. Called "Standard Regional Service," it is designed for shipments moving roughly 600 miles from point of origin. Two day or less delivery is promised, and rates are supposed to be competitive with UPS rates. The service utilizes various high-tech hardware like computerized shipping consoles. Initially it will only be available in some Northeastern states, Virginia, and west to parts of Illinois and Kentucky. UPSers beware: parcels weighing as much as 125 pounds will be accepted. Can a weight increase be on its way for us?

Progress in New England Pension Lawsuit.

On August 3, U.S. District Court Judge Rya Zorbel ordered the New England Area Pension Fund to release information needed to carry out an actuarial study of the fund. The ruling came as a result of a lawsuit filed by a rank and file group, the New England Teamsters Pension Improvement Committee (NETPIC). NETPIC has organized UPS Teamsters throughout New England in an effort to get improved pension benefits. The fund now has until December 21 to hand over to NETPIC all of the information they need for an actuarial study.

Addition Slated for Air Hub.

On the eve of Founder's Day, UPS announced plans to build a \$16 million addition to the Louisville Air Hub. Building is scheduled for completion in November 1988. Currently over 60 flights come in and out of the hub daily. Isn't it nice to know the concessions UPS got in this contract are being used for something?

Illinois/Indiana Ten-Minute Break Ripoff.

Drivers are waiting to see their paychecks, but UPS appears to be pulling a trick they have tried in a number of other states—dictating when and where feeder drivers can take their breaks, and thereby reducing daily overtime. Some drivers could be losing up to \$13 per week. Illinois and Indiana feeder drivers should contact the TDU office with more information on this problem.

UPS Contract Continued...

from page 1.

stronger position. If organization keeps growing at UPS, even more will be possible in the future.

Hard Lessons

Perhaps the hardest lesson of the events surrounding the UPS contract is to see again how out of touch our top officials are with the membership. Despite membership surveys, local union surveys, workshops and meetings, the International negotiators completely missed the boat. When hundreds of local officers met in Chicago in July to hear the contract offer, only three took a stand against the agreement.

Those three were speaking for the

majority, it has now been proven. At that meeting, they were heckled and booed by other officers. Apparently the vast bulk of local officers think they work for Presser, not the membership. Otherwise, why is it that when 51% of the members vote no, only 3% of the officials feel the same way?

TDU will be doing everything possible to challenge the unjust and unwanted UPS contract. Legal action will hopefully help to overturn the pact, but the biggest lesson of these organized membership activity. Every year we grow stronger and more unified. Let's not stop now. Let's keep building a powerful, national movement of concerned Teamsters. If you agree, join and support us today.

Stiff Membership Resistance to Leaseway Contract Challenge

Leaseway carhaul management's latest challenge to our contract and our union has met the stiffest resistance yet from angry members. The battle centers around Leaseway's Anchor and NuCar operations at the Selkirk, New York railhead. In late July Local 294 Anchor drivers took a lead against Leaseway's effort to rewrite dispatch rules throughout the conference. Following the drivers' written demand for a vote on any changes, the proposal was put on the shelf.

Stung by this challenge, manage-

ment's next move was aimed straight at the Selkirk Anchor drivers, although it will affect every carhauler before long. On July 29, Leaseway's newest contract buster, Bruce Jackson, informed the Anchor drivers their terminal would be closed as of September 1, because NuCar, a wholly-owned Leaseway subsidiary, had underbid for the GM rail freight in Selkirk.

The drivers quickly mobilized. They knew their terminal had made over \$1 million in 1986. Management's move was motivated by greed, not necessity. It was an effort to sidestep the Anchor local rider. It seemed to be in retaliation for asserting their rights in management's previous concession scheme.

Collections were taken to obtain independent legal advice and the drivers worked closely with their local to develop the best possible case. A leaflet explaining the situation went to

other Eastern Anchor terminals. A bus was chartered so that all drivers could attend the Eastern Conference grievance hearing on August 25 in Allentown, PA.

At the grievance hearing, Anchor drivers from Framingham, Wilmington and Baltimore showed up in support. Unfortunately, a motion to allow all interested parties to hear the presentation of the cases was deadlocked. So the members, but not the officials, from other locals were kicked out of the hearing room. What followed made clear why management wanted no outside observers.

Leaseway's spokesman, Bruce Jackson, was questioned sharply by several union panel members. It became quite clear that NuCar and Anchor management were not independent, competing operations. The only competition that interests them is between Teamster members.



The panel deadlocked on whether Leaseway's move violates Articles 1 and 33 of the contract. They turned down the drivers request for a "stay" until the issue can be decided by the national committee. The panel gave management the right to run the operation under the NuCar local rider and with a seniority list which is merged on a one for one basis between NuCar and Anchor's lists.

The Selkirk case is the latest where management has used one subsidiary against another to undercut the contract. In the CCI/FJ Boutell case covering Alante traffic and in the Jupiter Transportation cases in Springfield and Allentown, our top union officials have so far failed to confront this issue effectively.

If management is allowed to have a charade where it bids against itself, using NuCar to underbid Anchor or vice versa, there is no terminal or local in the country which cannot be manipulated into giving concessions eventually. The result would be a downward spiral for everyone.

The downward spiral will stop when rank and file Teamster carhaulers are organized and united enough to stop it. That's the job we'll be working on at the TDU Rank and File Convention October 9-11. If your terminal does not have a delegation there, you are trusting your job to top union officials whose record is not good. See you there.

TDU Meets

Long Island

Sunday, September 13
12:00 noon
Topic: Arbitration
Muffins Restaurant
789 Conklin Av.
6 blocks west of Rt. 110
Farmingdale, NY

Nashville

Sunday, September 13
1:00 pm
Monday, September 14
9:00 am and 4:00 pm
Holiday Inn
Elmhill Pike (off Briley Parkway)
Nashville, TN

New Jersey

Sunday, September 27
11:00 am
Topic: Drug Testing
Rutgers Univ. Labor/Mgmt. Ctr.
Ryder's Lane, west of Rt. 1
North Brunswick, NJ

New York City

Saturday, September 12
10:00 am
Topic: Safety and Health
Brooklyn YWCA
30 Third Av.
Brooklyn, NY

Sacramento

Saturday, September 26
10:00 am
Clunie Community Center
601 Alhambra Blvd.
(in McKinley Park at F St.)
Sacramento, CA

San Francisco

Saturday, September 12
10:00 am-12:00 noon
Potrero Hill Neighborhd. House
953 Deharo St.
San Francisco, CA

Southern California

For meeting information contact:
Southern Cal. TDU
Box 1868
Lynwood, CA 90262

St. Louis

Saturday, September 12
Educational Conference
10:00 am-2:00 pm
Ben Franklin Motel
4645 N. Lindberg
Bridgeton, MO

From Louisiana



Duane Tyler
Complete Auto Transit
Local 568, Shreveport, Louisiana

I learned a lot at last year's convention—from the workshops, attorneys and great Teamsters from around the country. This year's convention is especially important because our carhaul contract is up next summer and we've got to get ready. We'd like to be strong enough to get a really good contract instead of just protesting against another sellout. We've got a great start, but support from more and more carhaulers is crucial.

Only "Cooperation" Apparent in Carhaul is That Which Benefits Top Union & Management

Union and industry publications have been reporting on "seminars" being held for union and management to "improve cooperation." Usually they say that more trust needs to be established. So far it's pretty hard to see the results of these seminars out in the terminals.

But Detroit BA Charlie Lee did recently report a fact from one seminar that may explain some recent developments. Lee told Local 299 members that F.F. Reinhardt, head of all Ryder carhaul operations, had boasted about a new addition to Ryder management—the son of Janesville Wisconsin Local 579 President, Brendan Kaiser. Kaiser has lead the way in volunteering his members to haul other local's traffic at substandard terms.

Meanwhile, in the Eastern Conference, Baltimore Anchor drivers report two managers are moving up. A clerk at Jessup, Maryland Anchor, Pat Shea, has reportedly moved over to Leaseway's Jessup NuCar terminal as safety director. You guessed it—Shea is the son of our own Walter Shea.

Over at Leaseway Motorcar in Dundalk, Safety Director Duane Herbert is reportedly leapfrogging other management in the promotion race.

We are told Herbert is fortunate to have as his uncle Morand Schmidt, the union's Eastern Conference carhaul boss. Schmidt's cooperation and communication with management has for years been viewed by members and BA's throughout the conference as one of this century's great acts of charity. A cynical few believe more than charity is involved.

Long Beach Local 692

Sad news these days out of Local 692 in Long Beach. First, Port Terminal Transport has a new #1 driver. The grievance committee gave full credit to the thirteen years Mel Birdsell worked in management when he went back to driving, even though the leave of absence granted by a Local 692 official was not and would not have been approved by the grievance panel. What are these guys thinking of?

In addition, management has unilaterally declared that some owner-operators shares will be reduced from 65% to 51%. Local 692 says it can't do anything about it, which is nonsense. The drivers' last BA was so bad, Local 692 got rid of him. He's now in management at the San Francisco terminal. Finally, the owner of the

company threatened to fire a driver who signed a petition to change into Local 63. That's a violation of the National Labor Relations Act.

CCI Fuel Tax Ripoff

CCI is repaying owner-operators in Chicago money that was deducted for fuel taxes that CCI never paid. The company deducted money from drivers for all miles driven in Indiana, but claimed a 10% exemption from the state for "non-highway use," hydraulic power take-offs.

The "over-deduction" was only discovered when Mary Kennedy, a driver's wife, was mistakenly sent a usually confidential Indiana state document signed by CCI official James Broderick.

When the document was revealed at a grievance hearing, the reaction of Ryder System's regional labor man, James Ackley, showed complete awareness of the document and its importance. Ackley and terminal manager, Joe White, did not offer embarrassed apologies; they angrily denounced the drivers' possession of this information. How many more thefts are hidden by documents that management won't reveal?

Up Your Odds of Winning Grievances

Your grievance has been deadlocked at the local hearing and it is on its way to the area grievance panel. What can you do now, as a member or steward, to be prepared for the hearing and to increase your odds of winning? Many members feel that their grievance is completely out of their hands at this often mysterious point in the grievance procedure. While it often seems that way, this is not totally accurate. This article targets what you need to know about the process, about preparing and presenting your case and how you can get the most out of the panel hearing.

Panel Procedures

Every Teamster grievance panel has a set of rules. In most cases, these are in writing. Ask your local for a copy of the rules or for information about them. In some cases, the TDU office can provide information on panel rules. Generally, there are six members of the panel, three union and three company. Most panel rules will not allow a person from the same local or company as the grievant to sit in on the hearing. Of course in the case of UPS, all the company side will be UPS management, even if they are from different centers.

Normally, certain other people are allowed into the room. These are usually management representatives or business agents who, under the guise of training, or other reasons, get to sit in on proceedings. On the other hand, you will not be allowed to have any guests sit in on the hearing. Nor will you be allowed to have an attorney present. Chairpersons for the hearings will alternate between employer and union panel members. The purpose of the chair is to ensure an orderly hearing and make any necessary rulings. Panel sessions are usually

scheduled every one, two, or three months (depending on the area).

Being Prepared for Your Hearing

Much of the actual grievance preparation has probably been done for the local hearing. It is crucial that you carry out all of the following steps, particularly when going before the area panel:

- Obtain previous grievance interpretations on cases similar to yours. The local has access to these records. If they balk on giving them to you, contact the TDU office and we may be able to help. In addition, many stewards keep their own files of past cases.

- Request all the information you need from the company. They are required, by law, to turn over any documents potentially relating to your case. If they refuse, charges can be filed with the NLRB.

- Request, by certified letter, that your business agent meet with you well in advance of the hearing to go over the facts and presentation of your case. Be specific and persistent. Keep copies of all your written correspondence.

- Build support, in whatever manner is appropriate. Normally management's goal is to keep you and your grievance isolated so that if you lose there are fewer repercussions and if you win, it has little to do with unity and membership activity—things they do not want to encourage. Petitions, delegations to the union hall or boss, informational pickets, signs in car windows, articles in a local newsletter or *Convoy Dispatch*—all of these steps (and many others) can be taken to build support and activity.

- Line up your witnesses. If personal appearances are not possible, though they are better, get notarized statements. Use witnesses wherever there is a question of credibility or dispute of facts.

- Put your presentation in writing, make sure all the dates and facts are accurate and ask co-workers to review it and help improve it.



Handelman/New Statesman

- Anticipate management's questions and presentation. Think of weaknesses in their case, arrange responses to what you think their case will be.

Presenting Your Case

It is unfortunate that in many cases management understands the importance of effective presentation of cases much better than our side does. The business agent may want to present most of your case, or may do little to help. Your plans hinge somewhat on this. You can partially or totally present the case yourself. Either way, have it all decided before getting to the hearing.

The employer goes first in discharge and suspension cases and the union goes first on grievances. The hearing starts with the chair announcing the case. After presentations, panel members have the right to cross-examine. Then there is time for rebuttals and summaries by both sides. At the end, the chair will call for executive session. You will be asked if you received a proper hearing. Then the room is cleared, the vote is taken and you have won, lost or your case has been deadlocked. Points to keep in mind when presenting your case:

- Give a copy of your presentation to the BA ahead of time. You have the right to present it yourself, or the BA

may do it if you wish.

- Introduce yourself, speak clearly and don't rush through your presentation. Remember, your cause is just.

- Keep eye contact with panel members. This shows sincerity and adds to the impact of the presentation.

- Give your evidence to the chair before the hearing begins. Have it marked (Exhibit A, B, etc.) so that you can refer to it later in your presentation. This makes it easier for the panel members to look it over and also shows them that you are serious.

- Think of the hearing as a trial and act as if you were in a courtroom. Do not assume that panel members understand what you are talking about. Many are ignorant of various contract clauses or procedures (such as drug-testing procedures).

- When referring to evidence, stop reading your presentation so that the panel members can review it.

Management's Presentation

When the company makes its presentation, get copies of everything they use. Listen carefully to their presentation and take notes. Slow them down if they go too fast. During the rebuttal, introduce new documents, witnesses or other evidence if it is used to respond to management's statements. Your rebuttal has to be limited to what management presented. Challenge all statements that could hurt your case. Any statement not challenged by you is admitted.

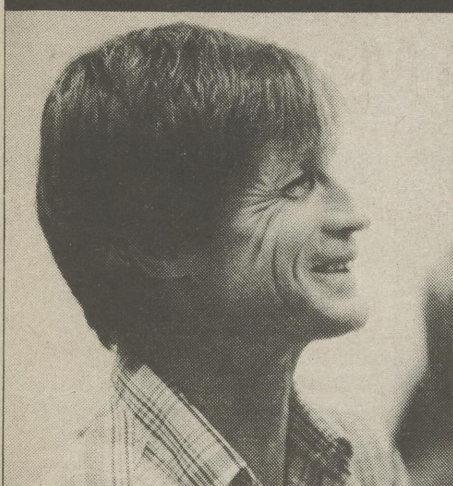
When panel members question you, pay attention to them and give clear, concise answers. Only give information that is requested. Do not get baited into arguing.

Summarizing Your Case

You can summarize your case after the questioning and rebuttals. If anything needs to be said privately to your BA, pass a note to him or her or leave the room for a minute. Use this time to get your thoughts organized. In the summary, repeat the violations of the contract, work rules or procedures. Remind the panel of your good record (driving, safety awards, etc.). Project confidence, sincerity and determination. When asked if you had a fair hearing, it's best to say you don't know yet. Before leaving the room, request that copies of the hearing minutes be sent to you.

What about horse-trading and other deals? Some panels are notorious for deals cut before hearings even happen. This is where organizing, unity and pressure can help.

From Detroit



Gary Wade
National Redi-Mix
Local 247, Detroit, Michigan

Many local contracts come up next year. In our local, there are transit mix, waste disposal and several others. Our Local Contracts Workshop at the Convention will help prepare members to get the best deal—on wages, pensions and conditions. There are other workshops to learn your legal rights, pension rights, labor history and much more. Any Detroit Teamster who misses this convention right in our backyard, is passing up a real opportunity to learn a lot and have a good time.

A Catalyst for Organizing Freight Clericals in 1988

Freight office workers in particular and all Teamster clerical workers should take note of a provision won in the new United Parcel Service contract. Effective August 1, 1987 thousands of UPS clerks who were formerly non-union were brought into the union. The benefit of this provision for the International is clear—more dues flowing into the treasury—but there are many other benefits, including the fact that this could serve as a catalyst for bringing more clerical freight workers into the union in 1988.

The new UPS contract language states that "clerks who are assigned to package center operations, hub center operations and/or Air Hub operations whose assignment involves the handling and progressing of merchandise..." are recognized as bargaining unit members. Up until now, inclusion of these employees in the union was sporadic. Some locals organized them early on while others ignored them.

Still not covered by the new language are office workers not involved with the handling of packages. According to reports filed with the Interstate Commerce Commission, UPS employs a total of 17,575 clerical workers (as of December 1986). This figure probably includes personnel ineligible to be in the union (low-level supervisory). Some clerks (payroll, claims, personnel and other clerical jurisdictions) will still not be brought under union protection. Hopefully, this will be achieved in the next UPS contract.

In the freight contract negotiations next year, there is no reason why a similar step cannot be taken to bring all freight carrier office workers under union contract. Presently, major portions of office workers remain unorganized at companies like Roadway, Yellow, CF and other major freight carriers. Let's push for full unionization in 1988.

How Our Rights Were Stolen

Frequently members want to know how our union got into the shape it's in and how we lost our democratic rights. Interest in this question has been on the upswing since the revelation that the Justice Department may take legal action to put the international union into trusteeship. Many members don't realize that we once had many more rights as Teamsters than we do today, and that the loss of these rights has been a gradual process. The fact is that from 1940 to 1981 dozens of negative changes have been made in the Teamster Constitution at conventions.

Throughout the 1950s and 1960s times were good for Teamsters, and we often took our union and its strength for granted. The economy was booming, trucking was growing and the first national Teamster contracts were emerging. At the same time, valuable membership rights were being lost, and the control of our union by a minority of officials was being consolidated.

Rank and file opposition sprang up many times over different issues, contracts and personalities. None of these opposition groups were truly national in scope, and none of them hardened into a real organization with staying power. That is until PROD and TDU came along.

To know where we are going in the coming years and to know how best to win back our democratic rights, it is helpful to understand how they were lost. Here is a brief sketch, drawn from actual IBT Convention minutes, of some of the main changes that have happened over the past generation.

1940 Majority rule on strikes and contracts ended. Two-thirds rule inserted.

A local now has to notify the joint council and get the consent of the General President to go on strike.

General President's salary is \$30,000 (no multiple salaries). President Dan Tobin declares at the convention that it is too high.

1947 BAs, all previously elected, are now either elected or ap-

pointed.

1952 Local Executive Boards given authority to use mail ballots to approve contracts.

Dave Beck chosen as IBT President.

Article 12 amended to mandate joint council approval for strike votes.

Article 3 changes to give locals the power to appoint (rather than elect) delegates to conventions.

Minimum terms for local officers raised from one to two years.

1957 James R. Hoffa chosen president. General President can appoint area directors.

Locals' ability to opt out of master contracts weakened.

Special extra pension plans (Retirement and Family Protection Plan) established for International officers.

AFL-CIO Ethical Practices Committee Report read. Weldon Mathis moved it be struck from the record, which it was. Delegate Jeffrey Cohelan of Local 302 dissented: "The charges contained in this report are serious charges, and they deserve very careful consideration... If this Convention is foolish enough to simply sweep this from the record or to ignore the very serious charges that have been made here, we will stand before this country, and the labor movement particularly, indicted."

1961 Article 5 changed to legitimize multiple salaries for international officers from subordinate bodies.

Article 22 changed to allow one person to hold office in more than one local, with the approval of the General President.

Article 3 changed to end local elections for convention delegates, establishing a unique system (TDU is challenging it in court now) of officers-as-delegates.

They're Coming From California



These San Diego Local 542 members, Jim Moody and Paul Castillo, will both be representing their area at this year's convention.

New powers for General President regarding control of the convention and convention committees.

Article 9 amended to allow the General President (with GEB approval) to dissolve any local or merge locals.

Article 9, Section 9(a) changed to give International the authority to pay legal expenses for officers.

Article 22 changed to allow Local Executive Boards to designate times and places and methods of voting **without** membership approval.

Article 2 on election eligibility also changed to extend the two years continuous standing to include payment of dues on time each month.

Article 15, Section 7, changed so Area Conferences are "subject to the unqualified supervision, direction and control of the General President."

Special extra Pension Plan (Affiliates Plan) established to cover all BAs and local and other

officials.

1966 General President now appoints negotiating committees.

General President can intervene in local contracts and order votes by mail.

1976 Dues placed under control of International, so dues hikes became automatic rather than voted on.

One lone dissenting delegate spoke out against Frank Fitzsimmons' re-election. Pete Camarata of Detroit Local 299 was beaten by goons for it, and later helped found the TDU movement.

1981 Locals with elected BAs could keep them, but new article adopted to prevent any more locals from switching to elected BAs.

New provision adopted to allow for appointment of a new General President to fill a vacancy. (Provision comes in handy less than two years later, when Roy Williams goes to prison and 17 men meet in Arizona to select Presser in a narrow vote.)

Automatic 100% cost of living raises added to all International officers' salaries.

Proposal for Ethical Practices Committee shouted down vigorously on floor of convention.

1986 100 officers sign open letter for the right to vote, and 100,000 members petition for it.

TDU and reform delegates submit proposals for majority rule on contracts, right to vote for IBT officers, for increasing strike benefits and resolutions on two-tier contracts and organizing the unorganized. Presser and convention reject reform proposals, but some gain significant support. No rights are taken away, as emphasis of hierarchy is defensive.

SAVE OUR UNION

JOIN TDU!

TDU Membership Application Form

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone (_____) _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter).

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)